

Innovation of Lifelong Vocational Competency Development System (III)

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There is no consensus about the efficiency or effectiveness of vocational training in Korea. More to the point, although several studies have been conducted on the topic, differing conclusions have been reached.

However, most researchers agree that vocational training has not contributed to enhancing equity. In this regard, the government has failed to provide special unemployment training-related support to the most at risk members of society, who are treated the same as regular unemployed individuals. Moreover, as employee training is provided through employers, less-skilled employees in dire need of additional training find themselves unable to receive the necessary training. This is because employers prefer to train more capable employees so as to be able to more easily retrieve their training outlays. What's more, SMEs by and large provide less training to their employees than large companies.

These problems can only be resolved through the reconstruction of the vocational training system in Korea, a task which was addressed in the present study. Some of the main issues which were tackled herein are the collection and distribution of training funds, the improvement of unemployment and employee training, the enhancement of colleges' participation in vocational training, and the construction of a training infrastructure.

In order to enhance the equity of training distribution, this study introduced a revamped version of the training fund collection and distribution system. In addition, policies designed to improve the effectiveness and efficiency of unemployment training were suggested. Several policy suggestions were also made herein pertaining to the expansion of SMEs' participation in employee training. Meanwhile, as part of efforts to enhance the overall quality of training, policies that revolved around the expansion of colleges' participation in

vocational training were introduced. Finally, several policies designed to increase training participants or potential candidates' access to training-related information, as well as to provide them with substantial consulting, were also suggested in this research.